

COMBINED DECLARATION AND POWER OF ATTORNEY

SPECIFICATION AND INVENTORSHIP IDENTIFICATION

As a below named inventor, I declare that:

My residence, post office address and citizenship are as stated below next to my name.

I believe I am the original, first and sole inventor (if one name is listed below) or a joint inventor (if more than one name is listed below) of the subject matter which is claimed, and for which a patent is sought, on the invention entitled "**SYSTEM AND METHOD EMPLOYING YIELD MANAGEMENT IN HUMAN-FACTOR RESOURCE INDUSTRY**" the specification of which,

- is attached hereto.
 was filed on _____ as Application Serial No. _____
 and was amended on _____
 the subject matter was described in Provisional Patent Application Serial No. 60/198,816 filed on April 21, 2000.

ACKNOWLEDGEMENT OF REVIEW OF PAPERS AND DUTY OF CANDOR

I have reviewed and understand the contents of the above-identified specification, including the claims, as amended by any amendment referred to above. I acknowledge the duty to disclose information which is known to me to be material to the patentability of this application in accordance with Title 37, Code of Federal Regulations, § 1.56.

PRIORITY CLAIM 35 USC § 119(e)(1)

I claim the benefit under Title 35, United States Code, § 119(e)(1) of any United States Provisional Patent Application(s) listed below.

<u>Prov. Appln. Ser. No.</u>	<u>Filing Date</u>	<u>Status</u>
60/198,816	April 21, 2000	Pending

DECLARATION

I declare that all statements made herein that are of my own knowledge are true and that all statements that are made on information and belief are believed to be true; and further that these statements were made with the knowledge that willful false statements and the like so made are punishable by fine or imprisonment, or both, under Section 1001 of Title 18 of the United States Code and that such willful false statements may jeopardize the validity of the application or any patent issued thereon.

POWER OF ATTORNEY

I appoint the following attorneys and agents to prosecute the patent application identified above and to transact all business in the Patent and Trademark Office connected therewith, including full power of association, substitution and revocation: Steven E. Dicke, Reg. No. 38,431; Patrick G. Billig, Reg. No. 38,080; Timothy A. Czaja, Reg. No. 39,649; Thomas A. Rendos, Reg. No. 33,349; Michael R. Binzak, Reg. No. 38,081; Scott A. Lund, Reg. No. 41,166; and William H. Hienz III, Reg. No. 37,069.

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